

DAVID KOVICK

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Professional Summary

Ten years experience in dispute resolution and international development as a mediator, facilitator, trainer and researcher, with experience in Africa, Asia, the Middle East, Europe and the US.

Key Accomplishments

- Design and deliver facilitated dialogues and customized training programs for United Nations agencies and leaders in negotiation, consensus building and strategic planning
- Facilitate strategic planning processes for United Nations and global humanitarian organizations, at headquarters level and in the field in countries including Timor Leste, Tajikistan, Afghanistan, Lebanon, Kenya, and Angola.
- Designed and facilitated stakeholder negotiations and stakeholder engagement process between Chevron Oil, impacted host communities and government representatives in the Niger Delta
- Led a multi-year conflict assessment and consensus building process design over land and development disputes in the Negev Desert in Israel between Bedouin communities and the Israeli government
- Train, coach and advise senior leaders of global Fortune 50 companies (Shell Group, Hewlett Packard) on negotiation and dispute resolution
- Trained and facilitated dialogue among political parties in Yemen over negotiations around electoral impasse
- Advised and trained senior governmental and non-governmental leaders from Nigeria on strategic approaches for addressing the conflict in the Niger Delta

PROFESSIONAL EXPERIENCE

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| <i>Sept 2004-present</i> | Consensus Building Institute
<i>Senior Associate (Oct 2005-Present); Consultant (Sept 2004-Sept 2005)</i> | Cambridge, MA |
| | <ul style="list-style-type: none">• Develop and manage programs in CBI's international practice, with a focus on international development and corporate-stakeholder engagement. Experience in Asia, Africa and the Middle East. Assess, design and facilitate conflict resolution, strategic planning and consensus building processes within organizations and among government, private sector, civil society, and multilateral development stakeholders. Provide customized training and coaching in negotiation, mediation and stakeholder engagement for senior leaders from public, non-profit, and private sector organizations. | |
| <i>2007-present</i> | University of Massachusetts (Boston)
<i>Lecturer, Public Policy Department, Graduate Program in Dispute Resolution</i> | Cambridge, MA |
| | <ul style="list-style-type: none">• Design and teach graduate level courses in international public dispute resolution for graduate students in public policy, international relations and dispute resolution program. | |
| <i>2004-2005</i> | William and Flora Hewlett Foundation
<i>Fellow – Conflict Resolution Program</i> | Menlo Park, CA |
| | <ul style="list-style-type: none">• Researched and analyzed the Foundation's 20-year strategy and program of support to the field of conflict resolution; Authored, <i>The Hewlett Foundation's Conflict Resolution Program: Twenty Years of Field-Building</i>. | |

1997-2002

National Democratic Institute for International Affairs

Resident Representative, Zimbabwe

Harare, Zimbabwe

- Managed organization's national presence in Zimbabwe and several international political development programs funded by USAID and National Endowment for Democracy. Facilitated inter-party dialogue among Zimbabwe's ruling and opposition political parties around electoral reform measures. Facilitated track-2 inter-ministerial regional dialogue process on national anti-corruption mechanisms, leading to regional anti-corruption protocol among 14 member states of the Southern African Development Community (SADC).

Field Representative, Asia Programs

Bangkok, Thailand; Jakarta, Indonesia

- Designed and launched regional program for political parties focusing on anti-corruption best practices; Researched and co-authored country case studies in Cambodia, South Korea, and Taiwan; Organized evaluation of democracy-strengthening program in Indonesia, and designed follow-on strategy and program proposal.

EDUCATION

Stanford Law School

Stanford, CA

- J.D., 2004. Graduated Order of the Coif. Primary academic interests included negotiation, conflict resolution, international law, human rights, legal ethics, and special education advocacy and policy.

Duke University

Durham, NC

- Bachelor of Arts, 1996. Political Science and African Studies.

SELECTED PROJECTS

International Consensus Building, Facilitation and Stakeholder Engagement

CAO Review of IFC Performance Standards on Social and Environmental Sustainability, October 2009-present. Co-led a stakeholder engagement and assessment process as part of a global review of the Performance Standards for Social and Environmental Sustainability of the International Finance Corporation (IFC), on behalf of the Compliance Advisor and Ombudsman Office (CAO), an independent oversight body of the World Bank. Co-designed assessment approach and methodology and managed assessment teams in Philippines and Mozambique. In each country, local assessment teams interviewed 20-40 local stakeholders impacted by IFC investment projects.

United Nations Development Operations Coordination Office, Strategic Priority Setting for UN Country Teams, February 2007-present. Resource person, facilitation team leader and facilitator, assisting the United Nations Development Group to increase the impact of UN development work at the national level. Substantive focus is improving the process for setting priorities in UN Development Assistance Frameworks (5 year national program plans). Led or co-led facilitated planning and stakeholder engagement processes in Angola, Kenya, Timor Leste, Afghanistan, Lebanon and Tajikistan. Stakeholders in each country include 10-20 UN agency heads, national government and donor counterparts. Provided coaching and support to Resident Coordinators, Resident Coordination Officers, and Strategic Planners in each country.

Chevron Nigeria Participatory Stakeholder Evaluation, June 2008-May 2009. Co-designed and co-facilitated a participatory stakeholder evaluation of Chevron Nigeria's community engagement model in the Niger Delta, the Global Memorandum of Understanding (GMOU). The evaluation was structured as a complex joint-fact-finding process, in a context of relationships characterized by decades of deep mistrust and hostility among stakeholders.

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The process involved stakeholders from Chevron Nigeria, host communities impacted by oil operations, government officials, and non-governmental organization leaders. Facilitated the collaborative development by stakeholders of evaluation process (objectives, methodology, guiding questions) and shared analysis of more than 100 stakeholder interviews and focus groups. The process produced, for the first time, a shared analysis of the community engagement model, accepted by all stakeholders, which served as the basis for renegotiating community engagement agreements.

Egbema-Gbaramatu Central Development Council (EGCDC) Stakeholder Negotiations, June 2008-May 2009. In the Niger Delta, designed and facilitated complex stakeholder negotiations process between Chevron Nigeria, the Egbema-Gbaramatu Central Development Council (EGCDC), and the government of Delta State (Nigeria). The process included joint training in the mutual gains approach to negotiation, followed by a transformational, best practice negotiation process between the stakeholders. The resulting agreement produced far more satisfying outcomes for all stakeholders than expected, reached in a matter of weeks as opposed to months, which also helped to dramatically enhance relationships among all parties.

Itsekiri Regional Development Council Stakeholder Negotiations, June 2008-May 2009. In the Niger Delta, designed and co-facilitated complex stakeholder negotiations process between Chevron Nigeria, the Itsekiri Regional Development Council, and the government of Delta State (Nigeria). The process followed the design of the EGCDC negotiations mentioned above. As part of the capacity-building approach to the engagement, the process was co-facilitated with a Nigerian non-governmental organization counterpart, who went on to lead stakeholder negotiations between Chevron and 6 further regional development councils.

Bedouin Conflict Assessment, September 2005-January 2008. Led a multi-year stakeholder assessment of land and development disputes in the Negev Desert of Israel, involving Bedouin communities and the Israeli government. Managed a multi-cultural team of Jewish and Arab Israeli assessors conducting the field work. CBI's resulting report produced process recommendations for a consensus building approach to resolving land and development disputes in the Negev. Stakeholders included Bedouin land claimants, senior government officials, local officials, and other citizen groups. Process led to improved understanding by stakeholders of the issues and concerns involved in the conflict, and of consensus-based approaches to resolving the conflicts.

Consensus Building, Facilitation and Stakeholder Engagement in the U.S.

Everett Dialogue, 2006-2007. Co-facilitator of community dialogue in the town of Everett, Massachusetts, addressing public services and community relations in the face of rapidly changing ethnic demographics. The dialogue brings public officials and minority community leaders together to develop joint actions for improving and unifying the city of Everett for all of its citizens.

Housing Voucher Summit, 2005. Co-facilitator for U.S. national policy dialogue on the future of the primary federal program subsidizing the cost of private rental housing for approximately two million households, with an annual budget of approximately \$13 billion. Summit was convened by the National Low Income Housing Coalition, and involved 60-70 federal, state, and local government officials, housing finance and public housing agency executives, advocates for low-income households, and participants in the rental voucher program.

Strategic Planning Facilitation

United Nations Country Team (UNCT) Strategic Planning (UNDAFs), February 2007-present. Resource person, facilitation team leader and facilitator, assisting the United Nations Development Group to increase the impact of UN development work at the national level. Substantive focus is improving the process for setting priorities in UN Development Assistance Frameworks (5 year national program plans). Led or co-led facilitated strategic planning processes in Angola, Kenya, Timor Leste, Afghanistan, Lebanon and Tajikistan. Stakeholders in each country include 10-20 UN agency heads, national government and donor counterparts. Provided coaching and support to Resident Coordinators, Resident Coordination Officers, and Strategic Planners in each country.

OxFam America Humanitarian Program, September-October 2009. Designed and facilitated a 5-day strategic planning and implementation meeting of OxFam America's global humanitarian program staff. At the time of the workshop, OxFam America and OxFam International were undergoing substantial reforms to governance and operating structures and global priorities. Workshop helped to build a shared global vision for OA's Humanitarian Program and an implementation plan to achieve that vision.

Dorchester Historical Society, February-September 2007. Facilitated a strategic planning process for the Dorchester Historical Society, including building consensus on strategic priorities, mapping key stakeholder relationships, and identifying resource allocations.

Getty Research Institute (GRI), December 2006-April 2007. Designed and facilitated a multi-staged strategic planning process for the Getty Research Institute, one of the leading art research institutes in the world.

Organizational Training and Capacity Building

United Nations Development Operations Coordination Office, Crisis and Post Conflict Cluster, Skill-building Workshops for CPC Strategic Planners, 2008-present. Co-facilitator and co-developer of materials for training and peer exchange workshop for CPC strategic planners working in more than 15 crisis and post conflict countries worldwide. Workshops integrate review of CPC country political and institutional contexts; UN system actors, mandates and roles; coordination challenges; roles and responsibilities of the CPC strategic planner; and skill building in assessment, negotiation and consensus building during transition planning process. Training delivered to CPC planners and counterparts from UN Department of Peacekeeping Operations in Cairo in March 2008; second workshop delivered in New York, November 2008 with representation from CPC, DPKO, UNDP Peace and Development Advisors, and other UN system agencies with transition planning responsibilities. Third workshop in June 2009 focused on the Integrated Mission Planning Process (IMPP) for DPKO, DPA, DOCO, and humanitarian agencies.

United Nations Population Fund (UNFPA) UN Reform Workshops, February 2008-present. Working in collaboration with counterparts from UNFPA, designed and delivered training components of UNFPA workshops on UN Reform. Workshops involved UNFPA country representatives and senior staff from country offices in Africa, Asia, and South/Central America. Workshops delivered in Johannesburg (Feb 2008), New York (June 2008), Bangkok (April 2009) and Johannesburg (May 2009). Workshops provided training in negotiation, consensus-building and strategic priority-setting, and opportunity for facilitated dialogue and peer-to-peer exchange on issues related to UN Reform.

United Nations Development Operations Coordination Office and United Nations System Staff College, Strategy, Negotiation and Political Acumen Skills Training, 2006-present. Co-development of training materials and co-delivery of training programs for first-time UN Resident Coordinators (senior UN development officials at the national level, responsible for coordination of UN development agency activities) and heads of UN development agencies. Training integrates strategic priority setting, negotiation and consensus building in politically significant contexts. Training delivered eleven times globally.

United Nations Development Program (UNDP) Negotiations Capacity-Building, September 2004-present. Design and deliver customized training for UNDP Country Directors and senior staff worldwide, through interactive blended learning formats, including on-line course with live instructor feedback and face-to-face training workshops. On-line course has been delivered more than 12 times with more than 500 successful participants. Co-authored learning document on global best practices in UNDP negotiations. Provided training and coaching to government officials in the Caribbean countries of St. Lucia, St. Vincent and the Grenadines, and Grenada, as part of UNDP's World Campus program.

Executive Negotiation Training, Shell Petroleum Group, Feb-May 2008. Delivered two 5-day negotiation training workshops for senior Shell Petroleum executives in Nigeria and Malaysia, including executives from across Shell's Asia-Pacific Operations.

Mediation Training, Citizen Mediation Center, Lagos State Ministry of Justice, May-June 2007. Designed and led 5-day training in mediation skills for 80 staff and leaders of the Citizen Mediation Center, a program of the Lagos Ministry of Justice.

Vice-Presidential Seminar on Consensus-Building in the Niger Delta, April-May 2007. Facilitated 3-day training workshop and seminar on consensus-building approaches and their possible application to the crisis in the Niger Delta for a visiting delegation of Nigerian governmental and non-governmental leaders, chaired by the Vice President-Elect.

Hewlett Packard (HP) Negotiation Capacity Building, 2006-07. Designed and delivered numerous tailored negotiation training programs and coaching sessions for senior HP executives, including: Negotiation for Managers; Cross-Cultural Negotiations; and Critical Negotiations for HP teams, across HP's global operations.

Political Parties in Yemen, May-June 2006. In partnership with the National Democratic Institute for International Affairs (NDI), designed and delivered tailored negotiation training to lead negotiators for Yemen's ruling and opposition political parties. At the time of the training, the parties were locked in a stalemate over electoral reforms and participation in upcoming national presidential and legislative elections. Through a 3-day training in interest-based negotiation with customized case simulations and facilitated inter-party dialogue, party leaders were provided with the skills necessary to break their stalemate and negotiate a resolution to the electoral impasse. A similar training was provided for women political leaders.